United Nations ST/SGB/2005/13

Secretariat

5 May 2005

Secretary-General's bulletin

Management Performance Board

The Secretary-General, for the purposes of strengthening accountability in the Secretariat, and taking into account the provisions of relevant General Assembly resolutions, has decided to discontinue the Accountability Panel established by ST/SGB/2000/14 and replace it with a Management Performance Board, with strengthened and expanded functions. He promulgates the following:

Section 1
Functions of the Management Performance Board

1.1 The Management Performance Board shall assume an advisory role to the Secretary-General and shall perform the following functions:

(a) Review the findings and recommendations of the high-level follow-up mechanism to be established in accordance with General Assembly resolution 59/272 of 23 December 2004; and ensure that the Secretariat addresses the serious managerial issues identified by its oversight bodies and acts upon the recommendations of these bodies in a timely manner;

(b) Monitor the manner in which senior managers exercise all aspects of the authority that has been delegated to them, including their performance in achieving the objectives contained in human resources action plans;

(c) Review the outcome of the administration of justice proceedings in the Secretariat for management accountability purposes.

1.2 The Management Performance Board shall also put into place a system of peer review to ensure adherence to acceptable standards of managerial conduct.

1.3 In order to discharge its functions, the Management Performance Board may assess the functioning of individual departments and offices and the manner in which senior managers in those departments and offices discharge their responsibilities. Where problems are identified, the Management Performance Board shall consider the management policy implications and hold senior managers accountable by recommending appropriate corrective action to the senior managers, reviewing the action taken and deciding on any further measures necessary.

1.4 The Management Performance Board may request at any time the information it finds necessary for the discharge of its functions.

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1.5 Based on its findings, the Management Performance Board may recommend appropriate remedies. Recommendations shall be communicated to the Secretary-General and the concerned programme manager. The Management Performance Board shall monitor implementation of any decision taken by the Secretary-General, or agreement made between the Secretary-General and the concerned programme manager.

Section 2
Composition

2.1 The Management Performance Board shall consist of a chairperson, who shall be the Deputy Secretary-General, two members at the Under-Secretary-General level and a member who shall be an external expert in public sector management.

2.2 The Management Performance Board shall invite, as appropriate, representatives of any department or office in the Secretariat to advise on substantive questions.

2.3 The members of the Management Performance Board shall be appointed by the Secretary-General for a two-year period, which may be renewed.

Section 3
Final provisions

3.1 The present bulletin shall enter into force on 13 May 2005.

3.2 ST/SGB/2000/14, entitled "Accountability Panel", is hereby abolished.

(*Signed*) Kofi A. **Annan**
Secretary-General

United Nations ST/SGB/2005/14

Secretariat

6 May 2005

Secretary-General's bulletin

Amendments to staff rules 106.2, 106.3, 109.10, 206.3 and 206.7

The Secretary-General, pursuant to staff regulation 12.2 and in accordance with General Assembly resolution 59/268 of 23 December 2004, hereby promulgates the text of the amendments to staff rules 106.2, 106.3, 109.10, 206.3 and 206.7, which are set out in the annex to the present bulletin. These amendments shall be provisional until the requirements of staff regulations 12.3 and 12.4 have been met.

The amendments promulgated by the present bulletin shall enter into force on 16 May 2005.

(*Signed*) Kofi A. **Annan**
Secretary-General

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Annex

Amendments to Staff Rules

Rule 106.2
Sick leave

...

(c) A staff member may take uncertified sick leave of not more than three consecutive working days at a time, for up to seven working days in a calendar year, when incapacitated for the performance of his or her duties by illness or injury. Part or all of this entitlement may be used to attend to family-related emergencies, in which case the limitation of three consecutive working days shall not apply.

Rule 106.3
Maternity and paternity leave

...

(b) Subject to conditions established by the Secretary-General, a staff member shall be entitled to paternity leave in accordance with the following provisions:

(i) The leave shall be granted for a total period of up to four weeks or, in the case of internationally recruited staff members serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks;

(ii) The leave may be taken either continuously or in separate periods during the year following the birth of the child, provided it is completed during that year;

(iii) The staff member shall receive paternity leave with full pay for the entire duration of his absence.

...

(e) Annual leave shall accrue during the period of maternity or paternity leave.

Rule 109.10
Last day for pay purposes

(a) When a staff member is separated from service, the date on which entitlement to salary, allowances and benefits shall cease shall be determined according to the following provisions:

(i) On resignation, the date shall be either the date of expiration of the notice period under rule 109.2 or such other date as the Secretary-General accepts. Staff members will be expected to perform their duties during the period of notice of resignation, except when the resignation takes effect upon the completion of maternity or paternity leave or following sick or special leave. Annual leave will be granted during the notice of resignation only for brief periods;

Rule 206.3
Sick leave

...

(d) Up to seven days of uncertified sick leave in any twelve months of consecutive service may be used as family leave, in order to attend to family-related emergencies, in which case the requirements otherwise applicable for sick leave in excess of three consecutive days shall not apply.

Rule 206.7
Maternity and paternity leave

...

(b) Subject to conditions established by the Secretary-General, project personnel shall be entitled to paternity leave in accordance with the following provisions:

(i) The leave shall be granted for a total period of up to four weeks or in the case of individuals serving at a non-family duty station, up to eight weeks. In exceptional circumstances, leave shall be granted for a total period of up to eight weeks;

(ii) The leave may be taken either continuously or in separate periods during the year following the birth of the child, provided it is completed during that year;

(iii) The individual shall receive paternity leave with full pay for the entire duration of his absence.

...

(e) Annual leave shall accrue during the period of maternity or paternity leave.

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Secretariat

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Secretary-General's bulletin

Amendments to staff rules 106.2, 106.3, 109.10, 206.3 and 206.7

Corrigendum

Annex

Rule 206.3
Sick leave

Paragraph indicator (d) *should read* (e).

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